



APRIL 2004
NORTH REGION

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State of Utah**Department of
Workforce Services**

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Amid The Everyday Challenges - DWS Offers 'Solutions'

"How can I be sure I am offering a competitive wage?"

**"How can I be sure my interviewing process is compliant
with Labor Laws?"**

"What types of tax credits are available for my business?"

**"How can I be sure my employment policies are current
and compliant?"**

"I have to downsize my staff. What do I do now?"

In the life of an employer, every day is filled with different challenges and learning experiences necessary to maintain a successful business. Yet, aside from your hectic business schedule, it is refreshing to know that there are people who can provide valuable resources and employment services to help you do your job more effectively and efficiently.

So, amid the everyday challenges-the Department of Workforce Services (DWS) offers **Solutions**. **Solutions** to hiring and labor market information needs through the new jobs.utah.gov online self-service system. **Solutions** offered through 'Better Your Business'

Workshops, Employer Committees and on-the-job-training and **Solutions** for downsizing dilemmas by offering assistance to employees through workshops, training on how to apply for applicable benefits, and offer guidance to business owners and employees, alike through this, often very difficult, transition.

In this issue of the *Employer Update*, DWS shares information pertaining to each region and its own **Solutions** to unique challenges local employers face. For more information about the business solutions we may provide for you, call us at 1-888-920-9675 or visit our web site at jobs.utah.gov.

UPCOMING EVENTS/SEMINARS

April 13, 2004

Internships and On the Job Training

Roy Employment Center, 1951 W. 5400 S.
7:30 a.m. -9:30 a.m.
RSVP to Troy Hanson 801-626-0334

May 18, 2004

Employer 101 - Basic Labor Law Training

Roy Employment Center, 1951 W. 5400 S.
8:30 a.m. - 11:00 a.m.
RSVP to Melisa Stark 801-776-7240

Employer 101 - Basic Labor Law Training

BATC-Logan, 1301 N. 600 W.
2:00 p.m. - 4:00 p.m.
RSVP to Melisa Stark 801-776-7240

News You Can Use Unemployment Insurance Payroll Tax

No one likes paying higher taxes. But this year many Utah employers will see an increase in the payment of unemployment insurance (UI) payroll taxes. Most states have been required to raise rates in response to the high unemployment insurance benefit costs that have accompanied the recent economic downturn. In fact, the UI Trust Funds in a number of states have or will soon become insolvent; forcing those states to either borrow from the federal government at high interest rates or issue bonds to finance the continued payment of UI benefits. Once a state finds itself in that situation, rates invariably must rise sharply in order to begin to replenish the Trust Fund as well as service the debt.

According to Christopher Love, Unemployment Insurance Director for the Department of Workforce Services, "We are fortunate in Utah to have language in statute that adjusts the rate formula up and down depending on the actuarial health of our Trust Fund in order to avoid insolvency." Love also noted that even with the elevated rates this year, rates are still lower than they were during several years in the 1980's and early 1990's.

There are steps employers can take to help lower their unemployment insurance taxes. Hiring right in order to reduce turnover, providing appropriate training/tools to employees, and utilizing corrective action processes when needed. Our Business Consultants can also provide solutions and training on any of the above items plus additional resources for your success. To learn more, please contact your local Business Consultant today!

Labor Law Basic Training

Employer 101-Labor Law Basic Training is now available for employer's to attend statewide beginning this May 2004. This is a wonderful opportunity to talk with the experts and obtain valuable information affecting all employers. DWS, WDID/Business Service Center is pleased to partner with the U.S. Department of Labor and the Utah Labor Commission in providing this training and expertise at no cost! Visit our web site for registration and location details, jobs.utah.gov

Company Profile

Red Rock Innovations Finds Solutions

While Greg Schern, President and CEO of **Red Rock Innovations** appears deep in the alphabetized list of *Utah Business*, "Utah's Best and Brightest Business Leaders Under the Age of 40," where Moab business is concerned, Schern is at the top.

Red Rock Innovations was born out of Schern's frustration as a struggling photography student unable to find the right inkjet printing supplies in one place, at a fair price, with reliable customer service. In the two years since the company started, business has increased from \$300,000 to \$1 million. Schern was able to fulfill his five-year business plan in just one year, and now Red Rock Innovations' holdings include **InkjetGoodies.com**, **Moab Paper Company**, and **Grand River Editions**. The company stocks and warehouses thousands of products for a multinational customer base and has become the largest exporter of merchandise in Moab.

Schern began running his business out of an apartment bedroom by himself, but it wasn't long before he was looking for help. One year after starting, Schern was ready to hire a 'real' employee (his father was his first hire) and the Department of Workforce Services (DWS) was there to help. Schern took advantage of the testing and screening services, as well as using the Moab Employment Center interview rooms. The DWS referral and screening process worked so well that Schern has used the services for hiring 3 additional staff members. He says it has been a huge help to have DWS assemble a group of highly qualified, pre-screened and tested applicants.

"It has saved us so much time and headache, especially as a growing company with a small staff, with no human resource department, no one dedicated to HR," said Schern. He praises DWS for providing valuable information such as hiring and interview requirements, enterprise zones and tax credit information, and internships. In fact, they had an intern for several months; the arrangement gave the growing company some extra help and provided a needed opportunity for the intern.

Recognizing that his business could probably be done cheaper elsewhere, Schern is dedicated to creating quality jobs in Moab. He is successful and likes his location, likes the resources available, and is finding the right business solutions at DWS.

DWS Launches Progressive Business Outreach Campaign

In February, Department of Workforce Services (DWS) Executive Director Raylene Ireland announced the launch of an aggressive outreach campaign to inform businesses about the cost-effective and timesaving recruiting, hiring, and placement services provided through DWS. The five-month campaign is designed to increase awareness and usage of the state's network of business services solutions, which provide employers with free-of-charge information and assistance in locating qualified job applicants.

"The Department of Workforce Services is the most comprehensive employer resource the State of Utah has ever provided," said Ireland. "Our database includes one of the most extensive listings of job seekers statewide, providing employers with an easy and efficient way to post openings and search for qualified workers online."

DWS is much more than just a great Web site. Local DWS Business Consultants can connect Utah businesses with countless solutions that enhance their workforce and expand their business. If a company is downsizing, business consultants can help place dislocated workers into new positions. There is no charge for any of these services because supporting effective business operations is

part of the DWS commitment to invigorating the state's economy.

"We're launching this campaign to coincide with the acceleration of Utah's economic recovery. We want to encourage Utah employers to take advantage of DWS and the solutions we offer," said DWS Deputy Director, Darin Brush

DWS has all the facts, figures and information that employers need when locating candidates, setting wages, seeking market niches or restructuring their staff.

The theme of the informational campaign is "Super Heroes," referring to the Business Consultants at DWS who provide personal assistance to employers through their specialized knowledge of the local employment market. In addition to helping businesses find and pre-screen job candidates, representatives assist them in understanding regulations and how to take advantage of business tax credits.

For more information about the countless business solutions DWS can offer, call toll-free at 1-888-920-WORK or logon to jobs.utah.gov/solutions.

New Wage Data Now Available

The latest wage data covering 580 Utah occupations is now available on our Web site! Log on to: <http://jobs.utah.gov/wi/Employer/dwsdefault.asp> and you will find not only our new wage data but lots of other great information about the economy all geared to employers' needs. Our wage data comes from the Occupational Employment Statistics survey conducted by the Workforce Information division of DWS, in which a sample of Utah employers were asked the occupations they employ and the wages paid. The survey findings show that wages in Utah vary widely and are dependent upon market demand and the level of skill and training required.

Also, we offer a new way to retrieve wage data on our Web site-the Utah Economic Data Viewer, or UEDV. This tool lets you specify the geographic area for which you wish to pull data and select as

many occupations as you like. The database pulls only the requested data and builds a table showing for each occupation:

- * entry wage
- * average wage
- * median wage
- * middle range of wages
- * training typically required for the occupation.

A click on the job title gives you a definition of the job, and another click below the table converts all the figures to annual wages.

We are certain you will find our new wage data and our new retrieval tool very helpful and easy to access. If you have any questions about the new wage data, or other economic questions, please contact DWS Workforce Information at 801-526-9786 or e-mail cblaine@utah.gov.

Utah Department of Workforce Services

Executive Director's Office

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Salt Lake City, UT 84114-3100

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Economic Information

Contact Numbers

Economic Picture of Northern Utah

Northern Utah counties have the highest concentration of manufacturers in the state. This comes as no surprise to Department of Workforce Services Regional Economist, **John Mathews**. "Manufacturing has always been a significant component in the Northern Utah mix." Mathews offered a few reasons.

"Early on, the regional railroad hub of Ogden attracted manufacturers with the transportation of goods and the availability of workers. Another item is the concentration of defense contractors in the Northern part of the state."

Companies such as, **Kimberly Clark Worldwide, Parker Berteau, Fluid Power Device Mfg., Iomega Corporation** and **Autoliv Motor Vehicle Equipment** help bolster the strong manufacturing presence in this area.

For the state as a whole, the average percent manufacturing jobs in 2002 was 10.6. In Box Elder County, a whopping 40 percent of all jobs are in manufacturing - the highest in the state. With the exception of rural Rich County, all the remaining enjoyed larger than average shares of higher-paying manufacturing employment. These included Cache (18 percent), Davis (11 percent), Morgan (13 percent), and Weber (15 percent).

Business Consultants

- **Brigham**
Craig Stewart (435) 734-4066
- **Davis**
Debra Nordfelt (801) 298-6628
Julie Barnes (801) 776-7831
Eileen Moore (801) 776-7820
- **Logan**
Ted Nyman (435) 792-0302
- **Weber**
Troy Hansen (801) 626-0334
Anthony Kelly (801) 776-7241